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ABSTRACT

At the request of the government of Iran, a United Nation's team of experts visited Iran in 1971 to assist in developing a long-term program for increasing productive employment and for handling current problems of unemployment and underemployment. Specific recommendations were made for improving the system of compiling manpower and labor statistics, and the statistician in the team was appointed to undertake this task in cooperation with Iranian government agencies. His assignment was to: (1) advise and assist on the improvement of the current collection and production of basic labor statistics, (2) advise and assist on the planning and organization of surveys, (3) plan for the collection and analysis of manpower data on the next general population census, (4) advise and assist on the statistical aspects of forecasting manpower supply and demand, (5) advise on coordination of statistical programs, and (6) train staff. This assignment was from May, 1972 to July, 1974. Detailed in the report are the methods previously used by the government in collecting statistical data, the improvements suggested and implemented in the project, and a summary of conclusions and recommendations. Appended is a list of the titles of papers/documents submitted to the government by the statistical expert. (RG)

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UNITED NATIONS DEVELOPMENT PROGRAMME

INTERNATIONAL LABOUR ORGANISATION

Geneva 1975

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Project Findings and Recommendations

Report prepared for

the Government of Iran

by

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the United Nations Development Programme

UNITED NATIONS DEVELOPMENT PROGRAMME

INTERNATIONAL LABOUR ORGANISATION

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I. INTRODUCTION

1.1 In November 1971, under the World Employment Programme of the ILO, a UN inter-agency team of experts, Mr. Etienne Hirsch as its chief (Hirsch mission), visited Iran at the request of the Government of Iran. The main task of the Hirsch mission was to evolve, in collaboration with the Iranian authorities, a long-term strategy for increasing productive employment and to recommend measures in Iran to tackle the problem of unemployment and underemployment in the short run. The mission, during the course of its work, discovered a number of gaps in the currently available statistics on employment, unemployment and manpower in the country and made specific recommendations for improving the system of manpower and labour statistics in Iran.

1.2 While the work of the Hirsch mission was in its final stages, the Government of Iran made a request to the UNDP and the ILO for the services of a manpower statistics expert to assist the Statistical Centre of Iran in improving their current manpower and labour statistics. Following this request, the Director-General of the International Labour Office appointed Mr. Sen Gupta, the statistician in the team of experts in the Hirsch mission, as the ILO expert on manpower statistics in Iran. Mr. Sen Gupta, who is a senior member of the Indian Statistical Service, was the Deputy Director of Employment Exchanges (Manpower) in the Directorate General of Employment and Training of the Ministry of Labour and Employment in India.

1.3 The expert was primarily assigned to the Statistical Centre of Iran in the Plan Organisation and was required to collaborate with the Iranian Government on the formulation and implementation of a general programme of manpower statistics designed to meet the current and long-term needs of the Government in the fields of economic and social planning. In carrying out his mission, the expert was required to co-operate with other statistical agencies dealing with manpower statistics in Iran, in particular, the General Department of Manpower Statistics of the Ministry of Labour and Social Affairs. The specific terms of reference assigned to the expert were as follows:

(i) to advise and assist on the improvement of the current collection and production of basic labour statistics (labour force, employment, unemployment, underemployment, earnings, etc.);

(ii) to advise and assist on the planning and organisation of surveys (labour force sample surveys and manpower surveys, etc.) in order to fill the existing gaps in the statistical system, particularly in the field of manpower;

(iii) to advise on and implement advance action with regard to the conduct of the next General Population Census in so far as the collection, compilation and analysis of manpower data are concerned;

(iv) to advise and assist on the statistical aspects of the forecasting of manpower supply and demand, both short term and long term, needed for the purpose of economic and social planning;

(v) to advise on the co-ordination of the statistical programmes in order to prevent duplication and overlapping of statistical work in the field of manpower;

(vi) to train field and desk staff so as to ensure the proper continuation of the expert's work after his departure.

1.4 The expert started his assignment in Teheran in May 1972 and terminated in July 1974.

1.5 Throughout his mission the expert received the fullest co-operation and assistance from the officials of the Statistical Centre of Iran and the General Department of Manpower Statistics of the Ministry of Labour and Social Affairs. The Director-General of the International Labour Office wishes to express his thanks to them and, in particular, to Dr. S. Rassekh, the former Head of the Statistical Centre of Iran and, presently, Deputy Managing Director and Deputy Minister of State of the Plan and Budget Organisation, Mr. J. Ashrafi, the present Head of the Statistical Centre and Mr. Rastgav, Director-General of the General Department of Manpower Statistics, Ministry of Labour and Social Affairs for their keen interest, assistance and active support to the expert's mission. To Mr. Nessim Shallon, the then Resident Representative, UNDP, Teheran, the Director-General conveys his special thanks for his keen interest and support to the project.

II. TECHNICAL BACKGROUND

2.1 The Statistical Centre of Iran (SCI) in the Plan and Budget Organisation has the over-all responsibility for co-ordinating the statistical activities of the various government ministries and departments for producing the basic statistics relating to different economic sectors, for setting statistical standards, etc. The SCI had been conducting, with effect from 1968 (Iranian year 1347), a nation-wide household sample survey at annual intervals both in the urban and rural areas on population, labour force, employment and unemployment within the framework of multi-purpose sample surveys on different subjects such as agriculture, household budgets, etc. Simultaneously, the General Department of Manpower Statistics (GDS) of the Ministry of Labour and Social Affairs, conducts, since 1969, regular household sample surveys on labour force, employment and unemployment in both the urban and rural areas. These surveys were based on an independent sampling frame and the questionnaire and definitions used were, to some extent, different from those adopted by the SCI.

2.2 Apart from the household surveys, an establishment inquiry covering all sectors in the urban areas was being conducted by the General Department of Manpower Statistics (GDS), Ministry of Labour and Social Affairs, through a combination of complete enumeration and sampling procedure - the larger establishments (employing 20 or more workers) were covered on a census basis and the smaller establishments (less than 20 workers) were canvassed on a sample basis. The information gathered related to such items as number of workers by sex and employment status, weekly wage paid, occupational pattern of workers, education level of employees and other related items on conditions of work. In addition, industrial surveys covering the manufacturing sector are being conducted at annual intervals by the Ministry of Economy as well as by the Statistical Centre of Iran.

2.3 The last Decennial Population Census conducted by the SCI in November 1966 provided a variety of useful data needed for manpower and employment planning. Because of the large-scale nature of this operation, this type of census is conducted only at infrequent intervals. Furthermore, it is undertaken more or less during a slack agricultural period. It thus did not prove to be an adequate vehicle for collecting current data as needed for employment policy-making purposes, even though it made available useful bench-marks for conducting more detailed surveys.

2.4 The infrastructure for a continuing programme of statistical surveys on manpower, employment and unemployment had therefore already been set up in the country. By the time the expert's mission commenced in May 1972, there were, however, serious gaps in the currently available statistics on labour force, employment and unemployment, due to a variety of deficiencies in the existing surveys with regard to their methodology, definitions and questionnaires used as well as operating procedures. The Hirsch mission, in the course of its work, had recommended that steps to remove these shortcomings be taken as early as possible so as to lay an adequate statistical foundation for manpower planning in future. These deficiencies were prevalent in both the SCI and GDS household surveys, even though in varying degrees, and therefore the expert's observations in this regard would apply to both these sources unless specifically mentioned to the contrary. Some of the major inadequacies in the survey procedures and techniques were as follows:

(i) the sampling frame was either incomplete or outdated while the sampling design as a whole needed improvement to yield estimates of adequate validity and precision;

(ii) the concepts and definitions of employment, unemployment, etc. adopted in the different surveys were not adequate to provide a realistic assessment of the employment situation in a developing country like Iran. For instance, the proportion of the number of unemployed to the labour force in the country as revealed by recent rounds of household surveys was reported to be of the order of only 2 per cent which, prima facie, seemed to imply a very satisfactory employment situation. The various deficiencies in the concepts, definitions and questionnaires currently used are described in more detail later (paragraph 3.11);

(iii) there was a substantial duplication in the household surveys on labour force conducted by the SCI and GDS inasmuch as they covered largely the same items of information;

(iv) publication of the results of these surveys was subjected to fairly substantial time lags. When the expert commenced his mission in May 1972 the latest report of the household surveys on labour force published by the SCI and GDS related to 1968 and 1969 (summer season) respectively.

III. WORK OF THE MISSION

Outline of a method of approach

3.1 Since the need for the availability of adequately reliable and valid statistics on labour force, employment and unemployment on a current basis was urgent in Iran, it was decided in consultation with the management of the Statistical Centre of Iran (SCI) that priority would be given to the expert's terms of reference as stated in items (i) and (ii) of paragraph 1.3 above. Accordingly, the expert initially concentrated his efforts on effecting improvements in the following aspects of the household survey on labour force, employment and unemployment of the SCI (known as Current Population Survey) on which major deficiencies were noted when the mission commenced:

(i) sampling procedures and techniques;

(ii) concepts, definitions and questionnaire.

3.2 In addition to the household surveys referred to above, the expert conducted an inventory of the various other sources of manpower statistics currently existing in Iran and made specific recommendations for improvement with a view to strengthening the statistical basis for manpower planning in future.

3.3 A plan of work, indicating the programme priorities of the expert's mission as briefly mentioned above, was prepared and submitted to the Head of the Statistical Centre of Iran.

Sampling design

3.4 The expert conducted a detailed appraisal of the existing sampling design of the household survey on labour force, employment and unemployment (Current Population Survey) which was being conducted by the SCI within a multi-purpose framework and made specific recommendations for improvement intended to enhance the validity and precision of the estimates yielded by the survey. (Vide item 1 of the Annex showing the list of papers/documents submitted by the expert to the Government of Iran.)

3.5 The management of the SCI agreed to improve the sampling design in stages as proposed by the expert. Some of the expert's recommendations were implemented expeditiously by the SCI authorities as detailed in the paragraphs which follow.

3.6 For the urban areas, the stratification system used in the past was based on a direct classification of urban blocks (primary sampling units) by size-groups within each geographic region. As it was extremely difficult to maintain up to date a frame of the relatively small-sized urban blocks, the sampling design was modified, on the advice of the expert, with effect from the survey round which commenced during 1973 (corresponding to the Iranian year 1352) in the following manner:

(i) the stratification system at the primary stage was based on a classification of cities/towns by size-classes as defined by population ranges. As it was relatively easy to obtain an updated frame of cities/towns along with rough estimates of their current population, this procedure had decided advantage over the earlier one based on direct stratification of urban blocks;

(ii) within each size-class of cities/towns, the enumeration districts (ED), which had an average size of about 1,000 households, were used as the primary sampling units (instead of the smaller-sized urban blocks used earlier). This procedure ensured a better control of the sampling errors.

Urban sampling frame

3.7 The urban sampling frame used by the SCI in their 1968 household survey was based on the 1966 Population Census. Thereafter, during 1969-70, attempts were made by the SCI authorities to update the urban sampling frame through a process of fresh listing of households which formed the basis of their subsequent

rounds of surveys. Probing deeper into the sampling frame it was found that these listings involved substantial undercount inasmuch as at least 10 per cent of the urban population was missed during the listing operations. In some regions of the country the extent of undercount was conspicuous. In view of this deficiency, which gave rise to biased estimates of various characteristics obtained through sample household surveys, the expert recommended that attempts should be made to update the urban sampling frame through a process of fresh listings as early as possible, subject, of course, to the availability of resources.

3.8 This recommendation of the expert was accepted by the Iranian Government and accordingly a project was launched during the latter part of 1973 by the SCI in collaboration with the CDS of the Ministry of Labour and Social Affairs for the purpose of updating the urban sampling frame, both with regard to households and establishments, through a process of fresh listings in the different regions of Iran. By the time the expert's mission ended, such listing operations had already been completed in the Central Province whereas similar operations, which were in progress in other regions, were expected to be completed towards the end of 1974. This project gives shape to the first concrete measure needed for improvement in the sampling procedure. It also represents a major step forward in the co-ordination of statistical activities in Iran by evolving a common frame for conducting sample surveys by the two statistical agencies - the SCI and the CDS.

Rural sampling frame

3.9 With regard to the rural areas, the frame used for conducting household surveys was provided mainly by the 1966 Population Census. This frame was, therefore, also in need of updating. Fortunately, preliminary work in 1973 for the Agricultural Census, which was launched on a country-wide basis by the SCI during the latter half of 1973, was expected to make available as a by-product an updated sampling frame in the rural sector. No special efforts were therefore needed for the present to build up a fresh sampling frame in the rural sector.

3.10 In view of the heavy preoccupation of the SCI with the conduct of the Agricultural Census and pending the availability of new sampling frames, they had discontinued their household surveys with effect from the latter half of 1973. Likewise, the CDS had also discontinued their household surveys from 1973. The basic idea was to resume these surveys with suitable improvements after the process of updating the sampling frames is completed.

Concepts, definitions and questionnaires

3.11 As mentioned earlier a major drawback of the existing household surveys on labour force, employment and unemployment in Iran was the insufficiency of the concepts and definitions used. Briefly speaking, the present concepts and questionnaire, while emphasising the conventional approach of measuring unemployment on the basis of the criterion of "actively looking for employment", did not provide for the collection of adequate data on income of the employed persons which is an essential yardstick for a realistic assessment of the problem of employment inadequacy in a developing economy like Iran. More specifically, some of the main deficiencies in the existing questionnaire and definitions were as follows:

(a) Available evidence indicates that the problem of employment inadequacy in Iran centres around various types of underemployment rather than open unemployment. But adequately valid data on the extra hours for which employed persons were available for work during the reference week, which are essential for measuring "visible underemployment", were not obtained. (This item of information was collected under the CDS survey which, on analysis, seemed to be inaccurate.)

(b) Data on the income of household as well as of individual members and their relationship to the various employment characteristics were not available. These are needed, inter alia, for a study of "invisible underemployment".

(c) The definition of "seasonally unemployed" (defined to include persons who had an occupation but who were not at work during the reference week because of weather conditions or other factors beyond their control) as currently adopted in the SCI survey was rather imprecise. This category should normally form a part of the employed under the group "with a job but not at work".

Pilot inquiry on employment, unemployment and underemployment

3.11 As the procedure for conducting household surveys by the SCI was already under revision through the updating of the sampling frame, etc. during the second half of 1973 (vide paragraph 3.8), the expert considered this to be the opportune time for pre-testing the concepts and definitions. Accordingly, he recommended to the Head of the SCI that, before the household surveys were resumed on the basis of the new sampling frame, a suitable programme of pilot inquiries for evolving appropriate concepts and definitions in the Iranian context should be conducted, preferably during the early part of the Iranian year 1353 (which commenced in March 1974). This recommendation was in principle accepted by the management of the SCI, and at their request, the expert worked out the technical details of the proposed pilot inquiry (vide the expert's papers listed at items 2 and 3 of the annex). A broad outline of a programme for restructuring the main survey on employment and unemployment of which the proposed pilot survey is the forerunner was also prepared and submitted to the Head of the SCI at his specific request (vide papers listed at items 4 and 5 of the annex).

3.13 The proposal for the pilot survey as suggested by the expert is briefly summarised below:

(i) data on employment and unemployment characteristics would be collected on two separate questionnaires - one for the urban areas and the other for the rural areas. The questionnaire for the urban areas, where the employment market is better organised, would be more elaborate containing a variety of questions to elicit the labour force behaviour of individual members. In respect of the rural areas, where persons hardly exhibit any labour force behaviour, the questionnaire would be relatively short and simple;

(ii) attempts would be made to collect, for the first time, data on household income and expenditure both in the urban and rural areas through a labour force survey (pilot inquiry) supported by "proxy" variables (such as, for example, housing conditions in the urban areas, land and livestock possessed in the rural areas);

(iii) valid data on hours worked and extra hours available for work would be obtained for measuring visible underemployment;

(iv) certain probing questions would be asked in respect of persons who are on the periphery of the labour force (such as, for example, unpaid family labour) to ascertain their degree of attachment to the employment market;

(v) the pilot survey would cover a total sample of nearly 800 households. The procedure of sample selection would be suitably tied up with that of the household budget survey of the SCI. By this technique the reliability of the income and expenditure data under the pilot inquiry could be assessed through cross-checking with similar data collected in the budget survey.

3.14 The SCI authorities agreed initially to launch the pilot survey in early 1974. However, due to an unforeseen change in their programme priorities, mainly as a consequence of their heavy preoccupation with the conduct of the Agricultural Census, the pilot inquiry was postponed by the SCI at the last moment. Till the time of the completion of the expert's mission, the management of the SCI was undecided about the approximate date of launching this inquiry.

Review of manpower statistics in Iran

3.15 The expert also conducted a detailed appraisal of the existing manpower statistical system in Iran and made specific recommendations to the Head of the SCI with a view to strengthening the statistical basis for manpower planning in the country. The expert's recommendations were contained in his paper listed as item 6 of the annex. Apart from suggesting the improvements needed in the collection and processing of manpower statistics through the three major sources of data - Population Census, household sample surveys and establishment inquiries - advice was given for the conduct of certain special manpower studies/surveys to fill up major gaps in the current state of knowledge of the Iranian manpower.

Among the manpower studies recommended were: (a) survey of high-level manpower as a part of 1976 Population Census; (b) survey of the employment pattern of university graduates; (c) survey to ascertain the post-training careers of ex-trainees of vocational training schools; (d) study of the current manpower shortages, etc.

3.16 The expert's recommendations (vide paragraph 3.15) were also made available to the Population and Manpower Division of the Plan and Budget Organisation under whose auspices an ILO project on employment planning and promotion had recently started functioning. However, in view of the relatively low priority accorded at present to the development of manpower statistics by the SCI management, due to their other more urgent preoccupations (vide paragraph 3.14), implementing action on many of the expert's recommendations could not be taken by them by the time the mission ended.

Analysis and interpretation of employment and unemployment statistics

3.17 At the request of the General Department of Manpower Statistics (GDS) of the Ministry of Labour and Social Affairs, the services of the expert were transferred from the SCI to the GDS for a period of four months, from 13 March to 12 July 1974. During this extended period the expert's collaboration was requested by the GDS in the statistical analysis and interpretation of the data on employment and unemployment already collected (though not published) in the previous rounds of their household surveys relating to the period 1969-72. The expert accordingly prepared a paper entitled "A review of the employment situation in Iran" containing the relevant statistical analysis which was submitted to the Ministry of Labour in May 1974 (vide item 7 of the annex).

IV. CONCLUSIONS AND RECOMMENDATIONS

4.1 A summary of the main recommendations and conclusions arising out of the expert's mission are given below:

Household surveys on employment and unemployment

4.2 It is considered essential that, before the household surveys on employment and unemployment are resumed on the basis of the updated sampling frames currently under preparation, a pilot inquiry to evolve suitable concepts, definitions and questionnaire appropriate to the Iranian conditions be conducted by the SCI. The plan, design and methodology already worked out by the expert in his papers listed as serial Nos. 2 and 3 of the annex should largely be followed in the pilot inquiry which should be conducted as early as possible after the revised sampling frames are ready, in any case not later than the first half of 1975. The results of the pilot inquiry should provide the basis for concepts, definitions and questionnaire to be used in the household surveys on the employment problem in Iran as also in the 1976 Population Census for the collection of manpower data to the extent possible.

4.3 As the household surveys on employment and unemployment conducted in the past have, because of their various deficiencies, not proved particularly useful to the policy makers in the Plan and Budget Organisation (PBO), it is necessary to reorganise these surveys so as to ensure that they provide an effective statistical tool for the purpose of: (a) formulation of the employment objectives of economic development plans; (b) appraisal of plan performance in the employment field with a view to monitoring progress towards achievement of the employment targets.

4.4 In order to fulfil the criterion at (a) of paragraph 4.3, a bench-mark type survey on employment, unemployment and underemployment based on an adequately large sample should be organized by the SCI in future. The sample size under this survey should be large enough to provide estimates of adequate precision on the number of employed, unemployed and underemployed persons, broken down according to urban and rural areas, geographic regions, agricultural seasons and other related characteristics. For the purpose of bringing out the seasonal pattern of the employment characteristics mainly in the rural areas the data collection under the survey may have to be staggered uniformly over a 12-month period by canvassing subsamples during different parts of the year. Normally, the survey should be conducted at least a couple of years ahead of the commencement of the next plan period so as to ensure that the results are made available well in time for being utilised by the Plan and Budget Organisation at the time of formulation of the plan. In view of the fact that a Population Census is due to be conducted towards the end of 1976, which should be capable of broadly serving the data requirements for the Sixth Plan (1978-82) formulation, the first bench-mark survey proposed above may not be conducted before 1979 or 1980. For the present, the frequency in which this survey would be repeated in future may be kept flexible and a decision may be taken after assessing the results of the first round of the survey.

4.5 A current labour force survey, based on a relatively small sample, should be conducted at annual intervals so as to provide data showing the yearly changes in the major employment and unemployment characteristics at the national level as required by planners for monitoring progress towards achievement of plan targets. This survey, which would meet the criterion stated at (b) of paragraph 4.3, should provide the basis for annual plan appraisals with regard to the realisation of employment objectives. The present GDS survey, with suitable methodological improvements with regard to concepts, definitions, questionnaire and related aspects described in the earlier sections, should be able to serve this purpose adequately. It is proposed that the first survey of this type should be conducted by the GDS towards the end of 1975 to be followed by regular annual rounds of surveys with effect from 1977. (No such survey is contemplated in 1976 when a Population Census would be undertaken and in 1979/80 during which a bench-mark survey has been proposed, vide paragraph 4.4).

4.6 The SCI may, it is suggested, discontinue their annual rounds of current population surveys in future as adequate data in the employment field are expected to be available from the restructured GDS labour force surveys to be conducted every year (vide paragraph 4.5). This will avoid the existing duplication of efforts between the SCI and the GDS.

4.7 The revised programme of household surveys on employment, unemployment, etc. as proposed above (paragraph 4.2 to 4.6), which has been evolved with a view to ensuring availability of valid data, more or less, at annual intervals from 1975, may now be summarised as follows. The programme of surveys during the latter part of the Sixth Plan may be examined at a later stage.

Tentative period	Type of survey	Agency
Fifth Plan (1973-77)		
1975 (before June)	Pilot survey	SCI
1975 (towards end)	Annual labour force survey	GDS
1976 (towards end)	Population Census	SCI
1977 (towards end)	Annual labour force survey	GDS
Sixth Plan (1978-82)		
1978 (towards end)	Annual labour force survey	GDS
1979/80 (Jan.-Dec.)	Bench-mark survey	SCI

Establishment surveys on employment, wages, etc.

4.8 The current establishment surveys of the GDS which are intended to provide annual data on employment in the entire organised sector in the urban areas, broken down by industries, occupation, educational level, etc., constitute a valuable potential source of statistics needed for manpower assessment and planning. These surveys are, however, in need of improvements in various methodological aspects - sampling design, concepts, definitions, questionnaire, data processing and publication of results - before the data could prove adequately useful to the manpower planners. The GDS should be given adequate support by way of additional staff and financial resources as well as international technical assistance to develop this well-conceived programme efficiently.

1976 Population Census

4.9 The type of information on manpower, employment and unemployment to be canvassed in the forthcoming Population Census scheduled to be conducted in 1976 should be carefully considered by the Head of the SCI in consultation with the concerned manpower agencies at a very early date. In so far as the employment and unemployment characteristics are concerned, items on which reliable data can only be obtained through detailed probing questions put to the respondents, such as under-employment, should not be canvassed in the census questionnaire. These aspects would be taken care of adequately by the programme of household surveys as recommended by the expert earlier in paragraphs 4.4 and 4.5. In view of the current dearth of adequate data on the utilisation of high-level manpower in Iran, serious consideration should be given to the collection of this data through a special card on scientific and technical personnel (STP) as a part of the 1976 Population Census on the lines done in some other countries. To minimise the additional efforts needed on the part of census enumerators data on the STP card may be recorded by the respondents themselves.

Follow-up action

4.10 It is proposed that the Government of Iran should seek international technical co-operation to assist the SCI and GDS to:

(i) plan, design and organise the first restructured labour force sample survey to be conducted by the GDS at annual intervals (vide paragraphs 4.5 and 4.7) as also advise on the data processing, analysis and interpretation of results;

(ii) advise and assist in effecting necessary improvements in the establishment survey programme of the GDS (vide paragraph 4.8);

(iii) advise and assist in the collection, processing, analysis and interpretation of the manpower data to be collected under the 1976 Population Census;

(iv) undertake preliminary planning and designing of the bench-mark type survey on employment, unemployment and underemployment to be conducted by the SCI (vide paragraph 4.4).

ANNEX

LIST OF PAPERS/DOCUMENTS SUBMITTED BY THE EXPERT TO THE GOVERNMENT OF IRAN

1. The current population survey of the Statistical Centre of Iran - A technical appraisal (Part A: Sampling design), January 1973.

2. The concepts and definitions of employment and unemployment for the conduct of household surveys in Iran, December 1973.

3. Pilot inquiry on employment and unemployment - Manual of instructions to field staff, January 1974.

4. An outline of a programme of household surveys on employment and unemployment in Iran, January 1974.

5. Recommendations on the restructuring of the household surveys on employment and unemployment in Iran, January 1974.

6. Manpower planning in Iran - An appraisal of statistical data requirements, July 1973.

7. A review of the employment situation in Iran, May 1974.